

# Business Administration

Course Number: **BUAD 269**

Course Title: **HUMAN RESOURCES MANAGEMENT**

Credits: **3**

Calendar Description:

**Professors**

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**Learning Outcomes**

Upon completion of this course students will be able to

- describe how human resources philosophies, policies, and practices are integrated into all aspects of managing within an organization.
- explain how to manage within the legal and ethical framework in Canada.
- explain the strategic importance of human resources management and the connection to organizational strategy.
- describe human resources practices that contribute to the ongoing growth and development of people in an organization.
- explain how a safe and healthy work environment and corporate culture contributes to sustainability and productivity.
- demonstrate knowledge of work design and performance evaluation theories.

**Course Objectives**

This course will cover the following content:

- Aspects of the external environment that will impact human resource management
- Trends in the labour force composition, technology and society are covered
- Strategic human resources planning required to meet organizational goals and objectives with recognition of the integration between strategies and practices
- The impact of legislation, ethics, and organization policies on human resource management practice
- The process

**Evaluation Procedure**

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| In-class activities (on-line, asynchronous (real time) activities) | 20%  |
| Weekly Online Quiz (individual)                                    | 10%  |
| Project and Presentation (individual or group)                     | 20%  |
| *Mid Term Exam x 2 (online)  | 30%  |
| *Final Exam (online)   | 25%  |
| Total  | 100% |

**Notes**

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| <b>*Students must earn half of all available exam marks to achieve a passing grade in the course.</b>  |
| Oral and written communication is an integral and critical component of all assignments and exams in this course and as such, is an important criteria in the evaluation of all course work. |
| Exams may be context dependent multiple choice, True-False-Why, short answer questions or case incidents.  |
| Regular attendance at all classes is required. This is an important criteria of course evaluation.   |
| Attendance at exams is mandatory. Inability to attend must be supported by legitimate reasons with supportive documentation.   |

**Required Texts/Resources**

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| Managing Human Resources, 9th Canadian Edition, Monica Belcourt, Parbudyal Singh, Scott A. Snell, Shad S. Morris, George W. Bohlander, ISBN-13: 9780176798055 |
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## SKILLS ACROSS THE BUSINESS CURRICULUM